

EMPLACEMENT – The Newsletter (Quarterly)

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Career Guidance, Training & Placement Cell (CGTPC)

T John Group of Institutions

Director's Column

Leadership Burnout in 2022: Signs and Causes

The leaders are probably accustomed to meet deadlines through various adversities. But how long can they overextend themselves before their health, business, or even their family.

Gallup survey statistics for 2020 and 2021 indicate that due to management fatigue, managers and corporate executives are showing signs of burnout.

The Global Leadership Forecast 2021 by Development Dimensions International finds that approximately 60% of leaders report feeling all used up at the end of their workday—which is a strong indicator of burnout.

What are the indicators that determine if you are approaching burnout:

Demotivation: When you find it difficult to motivate yourself to go to work and nothing seems particularly exciting or inspiring to you, it is a clear sign that you may be approaching burnout.

Exhaustion: If you find yourself feeling fatigued at the end of the day at a rate of two to three times per week (or more), this is a warning sign.

Emotional: Even if you are rationally aware that you must act professionally, it feels as if your negative emotions are frequently seeping into your work and relationships. This is an obvious sign of a burnout.

Lack of Clarity: If you cannot seem to find hope or celebrate your achievements, you are likely to become exhausted far more quickly. This makes it hard for you to focus on your interactions and even the simplest tasks that you need to do in your day-to-day as a leader.

Are you experiencing leadership burnout?

Over the past year, a lot of attention has been directed to the fact that pandemic-related workplace factors are leading to a rise in

employee burnout. Multiple measures were taken by HR teams to combat this issue.

Leaders who are burnt out are more likely to make mistakes, forget things, skip appointments, and take longer to respond to colleagues or clients. Essentially, they will not be able to perform at their best even with the future of their employees and business hanging on them.

Twelve leading causes of leadership burnout.

Isolation: It is common for people to experience feelings of isolation, usually the more the prominent position, the recognition, or the financial reward, then the more likely it is for you to feel alienated. This is especially true when you are working remotely.

However, the most important factor in isolation is a lack of meaningful connections with others, not the number or frequency of contact. Effective leadership networking can be extremely beneficial for you in such circumstances.

Allostatic load: As a leader, you are often required to work long hours and be always available. You are also responsible for making decisions that will have a significant impact on the health of your company and yourself.

This level of burden and prolonged stress results in high levels of cortisol, the stress hormone. If left unaddressed, it can lead to heart problems, weight gain, impaired immunity, decreased memory due to brain cell atrophy, and decreased brain function.

Negative mindset: Like most people, leaders frequently focus on what went wrong, what could go wrong, and what is wrong with them, which keeps them in a negative state. Worrying, overthinking, and ruminating will cause a steady release of adrenaline and cortisol, which is detrimental to your mind and body.

Multitasking: At some point in your career,

you must have convinced yourself that multitasking increases your productivity and efficiency. However, research conducted at Stanford University found that attempting to perform two mental tasks simultaneously can reduce your mental capacity and cognitive abilities.

According to research, multitasking can result in 40% decrease in daily productivity. This decrease in efficiency is referred to as 'task switch cost'. Additionally, continuous multitasking can also impair your long-term memory.

Power stress: Every decision you make as a leader is consequential when the entire organization depends on you. The burden of being solely responsible and having control over that much power can have negative effects on your mental health, resulting in burnout. To make matters worse, some leaders tend to be unwilling to acknowledge that they are burned out, thus aggravating their symptoms.

Digital overload: In today's digital era, there is a constant stream of information vying for your attention at a rapid rate. Some people can easily adapt, while others can quickly feel overwhelmed.

As a result, you might have trouble filtering the information you take in. You might also become addicted to always being up-to-date and start comparing yourself to other people's achievements. In the end, you have no time to relax and rejuvenate yourself (either physically or mentally).

Overcommitment: Overcommitment can also contribute to leadership exhaustion, resulting in a feeling of being stretched too thin. A common cause of overcommitment is the inability to say "no" or establish and maintain healthy boundaries.

Leaders who prioritize integrity, work quality, and a strong work ethic can be particularly vulnerable. The stakes are even higher if you are a perfectionist.

Endless workprints: It is not uncommon to work late or work on weekends in order to finish important project. However, when workprints become the norm, even the most optimistic and driven leaders may start to lose

their drive since they cannot take a breather and are unable to see the finish line.

Personal issues: We are all human beings who have our own personal issues outside of work, whether it be a marital crisis, the illness or death of a loved one, or a family situation that requires your time and care. Your capacity as a leader is limited and can be depleted when you are forced to juggle a high-pressure role along with your own personal stress.

Work conflict: When you have a strained relationship with key stakeholders at work, you will feel drained all the time. Whether it is with the board members, a co-worker, or a direct report, if an important work relationship is consistently strained, it has a significant impact on your psyche and can lead to burnout.

The Great Resignation: The Great Resignation is arguably one of the most alarming impacts of the pandemic. Managing the day-to-day complexities of a remote workforce while watching your finest staff leave is the formula for leadership burnout.

Failures: Aside from exposure to long-term stress at work and holding a demanding position for an extended period of time, burnout can also occur when your efforts at work fail to yield the desired outcomes. This will leave you feeling profoundly disappointed and unmotivated to continue pursuing your goals.

<https://knowledgebank.mgsc.net/leadership-burnout-in-2022-signs-and-causes/>

Campus Placement Drive

AQuity Solutions, Bengaluru visited TJGI Campus on 10.10.2022 for campus placement drive for the students of Pharmacy



Apollo Hospitals, Bengaluru visited TJGI Campus on 11.10.2022 for campus placement drive for the students of Nursing



Apollo Pharmacy, Bengaluru visited TJGI Campus on 03.11.2022 for campus placement drive for the students of Pharmacy



Campus drive by **Turing Minds** for the students of Engineering and Computer Application



Campus Placement Drive of **Chawla Publications Pvt. Ltd.** For MBA/BBA students



Students Awareness Programme for TCS NQT

A team of TCS visited our campus for Students' Awareness Programme for TCS National Qualifier Test (NQT) on 23.11.2022, 14.12.2022 and 16.12.2022.



Meetings organized

1. A Meeting cum presentation by TCS Team on TCS NQT Employability Skill Enhancement Programme was held on 23.11.2022 wherein the matter of signing a MoU with TCS was discussed.



2. Presentation cum discussion with ExcelR for signing MoU for Skill Development Training to students of management, Computer Application and Engineering
3. Meeting of Campus Director with Director (Training & Placement) and TPO, TJC and Placement Coordinator, TJIT held on 28.10.2022



**MoU signed for academic collaboration
Events organized by CGTPC**

1	08.10.2022	MoU signed with Westford Education Group for academic and research collaborations
2	08.12.2022	MoU signed with ExcelR Solutions to organize development programmes on different emerging software technologies
3	16.12.2022	MoU signed with Tata Consultancy Services (TCS) for training and placement through TCS NQT

Meetings/Events organized by CGTPC

1	11/10/2022	Webinar on "How to crack interviews of top product development companies" for the engineering students
2	13/10/2022	Live workshop on "Importance of Life Skills for Career", i.e., why these skills are essential for a student's

		professional life for the students of TJC
3	28/10/2022	Meeting of Campus Director with Director (Training & Placement) and TPO, TJC and Placement Coordinator, TJIT
4	15.11.2022	Webinar on "Engineering - A Healthy Mindset on the Journey to a Successful Career"
5	23.11.2022	Meeting with TCS Team on TCS NQT Employability Skill Enhancement Programme
6	12.12.2022	Presentation by ExcelR for signing MoU for Skill Development Training to students of management, Computer Application and Engineering
7	14.12.2022	Students Awareness Programme for the students of Management, Commerce, Computer Application and Engineering by TCS for National Qualifier Test (NQT)
8	16.12.2022	Students Awareness Programme for the students of Pharmacy by TCS for National Qualifier Test (NQT)
9	16.12.2022	Campus Placement Drive of Chawla Publications Pvt. Ltd. For MBA/BBA students

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